

FCC 395	FEDERAL COMMUNICATIONS COMMISSION Washington, DC 20554 COMMON CARRIER ANNUAL EMPLOYMENT REPORT <small>[Please read instructions before completing and for Notice regarding public burden.]</small>	Approved by OMB 3060-0076 Est. time per response: 1 hour
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SECTION 1 - General Information

1 Name and Mailing Address of Respondent : <div style="text-align: center;"> United States Cellular Corporation 8410 Bryn Mawr Ave Chicago, Illinois 60631 </div> FRN: 4372322 <i>Internal Company Code(s): 0174</i>	<input type="checkbox"/> Check here if this is a change of address
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2. Year Report Filed 2017	3. Reporting Period (Ending Date of Pay Period Covered by Report) 3/15/2017 to 3/31/2017	4 Number of Full-Time Employees during Selected Reporting Period (check one) a. <input checked="" type="checkbox"/> Fewer than 16 (complete Sections 1, IV, and V only) b. <input type="checkbox"/> 16 or more (complete all sections)
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SECTION II - Full Time Employees.

Job Categories	Number of Employees (Report employees in only one category)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A-N
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Executive/Senior Level Officials and Managers 1.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
First/Mid-Level Officials and Managers 1.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Technicians 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sales Workers 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support Workers 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Craft Workers 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Operatives 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Laborers and Helpers 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL 10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PREVIOUS YEAR TOTAL 11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SECTION III - Part Time Employees.


Job Categories	Number of Employees (Report employees in only one category)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A-N
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Executive/Senior Level Officials and Managers 1.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers 1.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL 10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS YEAR TOTAL 11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311

- ☒ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report
- ☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct

Date 5/8/2017	Typed or Printed Name of Person Signing Gina M. Cozzone	Signature 	Telephone No 773 399-7047
Title of Person Signing Government Compliance Diversity Manager		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U S C 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U S C 312 (A)(1) AND/OR FORFEITURE (47 U S C 503)	

PENDING USCC EMPLOYMENT SUITS AND CHARGES
(GROUPED BY HR REGION 05/04/17)

RSO – LAWSUITS/CHARGES

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Bradley Eggleston and Nicholas Machovec v. USCC Services, LLC</u> , Case NO. 1:16 CV 6775	ND of Illinois	A. Mazura B. Hartstein S. Scullen	Collective action seeking unpaid overtime for sales managers "anywhere in the United States"	Throughout US/ Sales Managers	Complaint served July 5, 2016. Answer and joint initial status report filed August 26, 2016. Status held on September 1, 2016. Amended complaint (substituting "USCC Services, LLC" for "U.S. Cellular Corporation") filed on September 20, 2016. U.S. Cellular's and Plaintiffs' and three Plaintiffs' responses to first set of interrogatories and document requests completed on October 21, 2016. Rule 30(b)(6) deposition of U.S. Cellular personnel taken November 8, 2016. On January 5, 2017, the parties filed a stipulation regarding conditional certification of collective action and to court approved issuance of notice to members of the collective, providing those members the opportunity to opt in; order entered. Depositions of Bradley Eggleston and Nicholas Machovec held on March 7, 2017. On March 27, 2017 parties filed a joint discovery plan. As of May 4, 2017, 109 consents have been filed.	Per court's March 28, 2017 order, Parties shall amend all pleadings and add any additional parties by May 10, 2017. On May 1, 2017, Plaintiff's counsel indicated their intention to amend the Complaint to add state law allegations under FRCP 23 for employees in Illinois, Wisconsin and Missouri. Parties' Rule 26(a)(2) disclosures and reports shall be served by June 26, 2017. All merits fact discovery shall be completed by August 28, 2017. Mediation scheduled for June 13, 2017.

**ATTORNEY-CLIENT
PRIVILEGED AND CONFIDENTIAL**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
2. <u>Jesse Lopez v. USCC Services, LLC</u> , Wage Claim No. 16-0000475	Illinois Department of Labor	B. Hartstein	Wage claim seeking unpaid bonus and "on- call" time.	RSO	Complainant filed a complaint with the Illinois Department of Labor on February 27, 2016 alleging \$44,480 in unpaid bonus and "on-call" time. Response timely filed on June 27, 2016. Hearing exhibits exchanged on April 5, 2017. Hearing held on April 12, 2017.	None. Awaiting decision.

BENSENVILLE - LAWSUITS/CHARGES

NOTHING TO REPORT

SCHAUMBURG - LAWSUITS/CHARGES

NOTHING TO REPORT

NORTH CENTRAL – CHARGES (2016)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Thomas Ware v. USCC</u> , Case No. NEB2-16/17-11- 47872-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Retaliation (Termination)	Omaha, Nebraska	Charge filed on November 8, 2016. Response submitted on January 18, 2017.	None
2. <u>Nicholas Hoddinott v. USCC</u> , Case No. NEB1- 16/17-1-48369-RS	Nebraska Equal Opportunity Commission	T. Bradford Farley	Race, Color, Sex, Disability and Retaliation (Termination)	Omaha, Nebraska	Charge filed on January 10, 2017. Response submitted on February 28, 2016.	None

NORTH CENTRAL – CHARGES (2015)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Maryanne Rhoads v. USCC</u> , Case No. E15-0315, EEOC Charge No. 16B-2015-01090	Maine Human Rights Commission	T. Bradford Farley A. Mazura	Age and Retaliation (Termination)	Bangor, Maine/ Retail Wireless Consultant	Charge filed on June 29, 2015 and sent to USCC on August 19, 2015. Response submitted on October 16, 2015. Complainant's reply submitted on January 4, 2016. Fact Finding and Issue Resolution Conference held on May 1, 2017.	None.

NORTH CENTRAL – CHARGES (2014)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Jeremiah Balik v. USCC</u> , Case No. 3428 (Local) CPA5-14-6578 (State) and 26A-2014-00652C (EEOC)	Cedar Rapids Civil Rights Commission, Iowa Civil Rights Commission and EEOC	A. Mazura B. Hartstein	Race, color and physical disability (failure to hire)	Cedar Rapids	Charge forwarded on May 16, 2014. Position Statement filed on June 11, 2014. On February 20, 2015, announced transfer to Iowa Civil Rights Commission for investigation due to "backlog of cases" at Cedar Rapids Civil Rights Commission. On April 29, 2015, Charge administratively closed by Iowa Civil Rights Commission. Complainant had until May 29, 2015 to request Commission to reconsider and reopen the case; to date, no request for reconsideration received. EEOC Dismissal and Notice of Rights issued on July 10, 2015. Complainant had 90 days (until approximately October 10, 2015) to file a federal lawsuit; no federal suit was filed. On April 20, 2016, a "draft complaint" against Sprint, Time Warner Cable and TDS alleging discrimination on the part of Sprint was received, noting "haven't ruled out litigation against Cedar Falls [sic]." On November 23, 2016, the <i>pro se</i> complaint was dismissed with leave to reinstate within 21 days. Balik timely filed an appeal on December 20, 2016. On January 18, 2017 the Ninth Circuit noted that the district court had denied leave to proceed <i>in forma pauperis</i> due to frivolousness and issued an order requiring Balik to file a statement of why the his appeal should go forward and a new <i>in forma pauperis</i> application by February 23, 2017. Balik filed an <i>in forma pauperis</i> application on February 7, 2017 but never submitted a statement explaining why the appeal is non-frivolous.	Complainant had until April 29, 2017 to request a right to sue from the state agency and file a complaint in state court. Note: Jeremiah Balik has filed a complaint in the Northern District of California on October 24, 2016 against various entities. At this point, the complaint only names TDS Corporate as a defendant. On April 17, 2017 Balik filed an "introductory statement". On April 20, 2017 the Ninth Circuit denied Balik's motion to proceed in forma pauperis and dismissed his appeal as frivolous. Mr. Balik had until May 31, 2017 to request a review of that decision en banc. On May 1, 2017, rather than requesting en banc review, Balik filed a motion for reconsideration of his in forma pauperis status to the U.S. District Court for the N.D. California. Hearing is set for May 25, 2017.

**ATTORNEY-CLIENT
PRIVILEGED AND CONFIDENTIAL**

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
2. <u>Renee Puccio v. US Cellular</u>, CP#03-17-70294, EEOC # 26A-217-00449C	Iowa Civil Rights Commission	B. Hartstein	Disability (termination)	Cedar Rapids, IA/Sales Manager	Charge filed on April 3, 2017. Extension received April 28, 2017.	Position statement due, May 17, 2017.

WEST CENTRAL - LAWSUITS (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Cheadle v. USCC</u> , Case No. 17-348-M	WD of OK	T. Bradford Farley	Race discrimination and harassment (termination)	Oklahoma City, OK (Store Manager)	Complaint filed on March 28, 2017. Complained served on April 3, 2017 and subsequent extension of time granted to file responsive pleading.	Responsive pleading due on May 15, 2017.

WEST CENTRAL - CHARGES (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Ben Tatro v. USCC</u> , Charge No. 551-2017- 00506	EEOC (Seattle)	T. Bradford Farley	Race and age discrimination, promotion (termination)	Kennewick, WA (Store Manager)	Charge filed on February 9, 2017.	Awaiting mediation dates from EEOC.
2. <u>Ben Tatro v. USCC</u> , Complaint No. 115715	WDOL (Seattle)	T. Bradford Farley	Overtime wages (challenge to exempt status)	Kennewick, WA (Store Manager)	Complaint served on April 20, 2017.	Response due on May 10, 2017.

WEST CENTRAL - CHARGES (2016)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Manuel Salguero v.</u> <u>USCC</u> , Charge No. 846- 2016-25498	EEOC (San Francisco)	B. Hartstein	Sex discrimination (harassment) and retaliation	Ukiah, CA (RWC)	Charge filed on July 14, 2016. Position Statement filed on August 18, 2016.	None.

ENGINEERING & IS – LAWSUITS/CHARGES

NOTHING TO REPORT

CS/FS/FINANCE – LAWSUITS (2017)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Billie L. Barner v. USCC</u> , Case No. 3:17-CV-93	ED of TN	T. Bradford Farley	Disability (discrimination, failure to accommodate and retaliation) and FMLA (interference and retaliation)(resignation)	Knoxville/CSR	Complaint served on March 20, 2017. Answer filed on April 10, 2017.	Scheduling conference set for May 23, 2017 at 1:30 p.m. in Chattanooga.
2. <u>Alesia Wright v. USCC</u> , Case No. 17-CV-116-JED- FHM	ND of OK	T. Bradford Farley	Disability (failure to accommodate) (resignation)	Tulsa/Solutions	Complaint served on March 24, 2017. Answer filed on April 28, 2017.	Joint status report due on May 19, 2017.

CS/FS/FINANCE - CHARGES (2015)

Matter Name/ Number	Forum	Handling Attorneys	Description	Location/ Work Assignment	Status	Future Dates
1. <u>Logan Bellew v. USCC</u> , EEOC Charge No. 564-2015- 00195	EEOC (Oklahoma City)	B. Hartstein	Disability	Tulsa, OK/CSR	Charge filed January 16, 2015. Position statement filed on March 3, 2015.	None.